

Summary of Proposed Compensation Plans  
Total General Fund Cost shown in Millions

Employee Group	<u>Governor's</u>		<u>Senate</u>		<u>House</u>	
	Description	Cost in Millions	Description	Cost in Millions	Description	Cost in Millions
1 Educator Raises*	<ul style="list-style-type: none"><li>- Increases starting pay to \$33,000 per year and changes the salary of most steps on the salary schedule</li><li>- Provide ~2% salary increases to all others through modifications to the salary schedule and an experience-based step increase</li><li>- Includes \$266k for nonrecurring bonuses for school psychologists on steps 0-4</li></ul>	\$ 102.43	<ul style="list-style-type: none"><li>- Creates a new 21-step Professional Status Teacher Salary schedule</li><li>- For those moving to the new schedule:<ul style="list-style-type: none"><li>- Increases starting pay to \$33,000 per year and increase the salary of all steps</li><li>- Requires educators to relinquish rights to career status, longevity, current supplement computation method</li><li>- Provides, on average, an 11.45% increase in salaries for teachers moving to the new schedule (for step and schedule change)</li><li>- Holds harmless educators making more than the new top salary of their lane, gives these educators a 1% bonus</li></ul></li><li>- The Career Status schedule, for educators who do not relinquish these rights, remains unchanged</li></ul>	\$ 468.73	<ul style="list-style-type: none"><li>- Increases starting pay to \$33,000 per year and changes the salary of all steps on the salary schedule</li><li>- Provides an average increase for all teachers of 5% (for step and schedule change)</li><li>- Provides a 2% bonus to educators at the top of the salary schedule</li></ul>	\$ 178.34
2 School-based Administrators*	<ul style="list-style-type: none"><li>- Provides a experience-based step increase (~2%)</li><li>- Includes \$133k for nonrecurring bonuses for those on steps 0-8</li></ul>	\$ 5.95	<ul style="list-style-type: none"><li>- Identical to Governor's Proposal</li></ul>	\$ 5.95	<ul style="list-style-type: none"><li>- Provides one step</li><li>- Updates salary schedule to reflect changes to teacher schedule</li></ul>	\$ 10.16
3 Noncertified & Central Office Personnel	<ul style="list-style-type: none"><li>- Provides a \$809 salaries increase</li></ul>	\$ 52.95	<ul style="list-style-type: none"><li>- Provides a \$500 salary increase</li></ul>	\$ 32.64	<ul style="list-style-type: none"><li>- Provides a \$1,000 salary increase</li></ul>	\$ 65.27
4 State Employees & NCCCS	<ul style="list-style-type: none"><li>- Provides a \$809 salaries increase</li><li>- Excludes step-eligible employees</li></ul>	\$ 93.65	<ul style="list-style-type: none"><li>- Provides a \$809 salaries increase</li><li>- Excludes step-eligible employees</li><li>- Excludes UNC EPA</li></ul>	\$ 75.45	<ul style="list-style-type: none"><li>- Provides a \$1,000 salary increase</li><li>- Excludes step-eligible employees</li><li>- Compensates State Agency and NCSSM teachers per teacher salary schedule</li></ul>	\$ 117.91

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5 Asst. & Dept. Clerks	- Provides an experience-based step increase to all eligible employees - Employees who receive a step increase do not also receive the \$809 salary increase. - The cost of the \$809 for non-step-eligible employees is included here.	\$ 6.48	- Provides an experience-based step increase to all eligible employees - Employees who receive a step increase do not also receive the \$809 salary increase.	\$ 3.62	- Provides an experience-based step increase to all eligible employees - Employees who receive a step increase do not also receive the \$1,000 salary increase.	\$ 3.62
6 Magistrates			- Provides an experience-based step increase to all eligible employees - Employees who receive a step increase do not also receive the \$809 salary increase.	\$ 2.57	- Provides an experience-based step increase to all eligible employees. - Increases the step schedule as follows to address recruitment concerns: - Step 0 - \$2,250 increase - Step 1 - \$1,999 increase - Step 2 - \$1,700 increase - Step 3 - \$1,250 increase - Step 4-6 - \$999 increase	\$ 3.73
7 State Hwy Patrol	- Funds less than a step increase (5%): - 5% for troopers sworn since 2012 - 4.5% for troopers sworn 2008 - 2011 - 4% for troopers sworn 2005 - 2007 - A flat \$809 increase for all non-step-eligible Troopers (included in State Employee estimate)	\$ 1.49	- Provides one step to all step-eligible State Highway Patrol Troopers - Provides a \$809 salary increase to non-step eligible Troopers (included in State Employee estimate)	\$ 1.71	- Funds more than a step increase (5%): - 6% for troopers sworn since 2012 - 5.5% for troopers sworn 2008 - 2011 - 5% for troopers sworn 2005 - 2007 - A \$1,000 salary increase for all non-step-eligible Troopers (included in State Employee estimate)	\$ 1.83
8 Cost for Active Employees		\$ 262.95		\$ 590.67		\$ 380.86
9 Retirees	- Provides a 1.9% COLA	\$ 70.00	- Provides a 0.8% COLA	\$ 30.00	- Provides a 1.44% COLA	\$ 53.41
10 Total Cost		\$ 332.95		\$ 620.67		\$ 434.27

\* Includes recurring and nonrecurring funds; Nonrecurring funds are for bonuses for educators in all plans and for school-based administrators in the Governor's and Senate budgets.

# **Educator Salary Proposals: "A" Salary Schedule Comparison**

FY 2013-14 Actual vs. FY 2014-15 Proposed

Step	FY 2013-14 Annual Salary	Governor Proposed FY 2014-15	Senate Proposed FY 2014-15	House Proposed FY 2014-15
0	\$ 30,800	\$ 33,000	\$ 33,000	\$ 33,000
1	\$ 30,800	\$ 33,000	\$ 33,000	\$ 33,000
2	\$ 30,800	\$ 33,000	\$ 33,000	\$ 33,000
3	\$ 30,800	\$ 33,000	\$ 33,000	\$ 33,000
4	\$ 30,800	\$ 33,000	\$ 34,000	\$ 33,000
5	\$ 30,800	\$ 33,000	\$ 35,000	\$ 33,000
6	\$ 31,220	\$ 33,000	\$ 36,000	\$ 33,180
7	\$ 31,670	\$ 33,000	\$ 37,000	\$ 33,830
8	\$ 33,030	\$ 33,030	\$ 38,000	\$ 34,900
9	\$ 34,450	\$ 34,450	\$ 39,000	\$ 36,010
10	\$ 35,800	\$ 35,800	\$ 40,000	\$ 37,080
11	\$ 37,110	\$ 37,110	\$ 41,000	\$ 38,120
12	\$ 38,160	\$ 38,160	\$ 42,000	\$ 38,990
13	\$ 38,650	\$ 38,910	\$ 43,000	\$ 39,490
14	\$ 39,140	\$ 39,400	\$ 44,000	\$ 40,000
15	\$ 39,650	\$ 39,910	\$ 45,000	\$ 40,520
16	\$ 40,150	\$ 40,410	\$ 46,000	\$ 41,040
17	\$ 40,660	\$ 40,930	\$ 47,000	\$ 41,560
18	\$ 41,180	\$ 41,450	\$ 48,000	\$ 42,110
19	\$ 41,710	\$ 41,990	\$ 49,000	\$ 42,660
20	\$ 42,260	\$ 42,540	\$ 50,000	\$ 43,220
21	\$ 42,820	\$ 43,100	\$ 50,000	\$ 43,800
22	\$ 43,370	\$ 43,660	\$ 50,000	\$ 44,380
23	\$ 43,970	\$ 44,260	\$ 50,000	\$ 45,000
24	\$ 44,560	\$ 44,850	\$ 50,000	\$ 45,610
25	\$ 45,150	\$ 45,450	\$ 50,000	\$ 46,220
26	\$ 45,770	\$ 46,070	\$ 50,000	\$ 46,860
27	\$ 46,390	\$ 46,700	\$ 50,000	\$ 47,500
28	\$ 47,060	\$ 47,370	\$ 50,000	\$ 48,190
29	\$ 47,710	\$ 48,020	\$ 50,000	\$ 48,860
30	\$ 48,360	\$ 48,680	\$ 50,000	\$ 49,620
31	\$ 49,030	\$ 49,350	\$ 50,000	\$ 50,410
32	\$ 49,720	\$ 50,050	\$ 50,000	\$ 50,870
33	\$ 50,440	\$ 50,770	\$ 50,000	\$ 51,350
34	\$ 51,160	\$ 51,500	\$ 50,000	\$ 51,830
35	\$ 52,150	\$ 52,150	\$ 50,000	\$ 52,490
36+	\$ 53,180	\$ 53,180	\$ 50,000	\$ 53,180